

Real Questions. Real Answers.

Hecla Wants to Resolve the Labor Dispute – Does Your Union?

For the past five months, the Union has been uninterested in bargaining and reaching a solution to the ongoing strike which began March 13, 2017.

Hecla requested a meeting with the Union in early May to share some new ideas. The Union refused to meet and even hear the ideas until July 6th. Hecla expected to meet again later that week, but the Union did not want to meet again until August 3rd. While the bargaining unit members continued to miss paychecks, the Union delayed the follow-up meeting nearly a month.

The next meeting was August 16 and the Union failed to fully respond to Hecla's suggestions, but instead provided a "dog ate my homework" response, claiming they couldn't respond because their computer didn't work. As of August 23rd, the Union has still failed to provide the full response.

The truth is the Union is intentionally delaying the negotiating process and costing the striking miners paycheck after paycheck.

Economic Givebacks? No! More Certainty and Opportunity? Yes!

Our goal is a safe and successful Lucky Friday that provides long-term rewarding careers. To have that success, changes are required but not economic givebacks. Our pay proposal increases wages for all employees by \$6 to \$8 per hour (an approximate increase of 35%) and are no longer dependent on silver reaching certain prices.

Certain jobs, for which we have difficulty attracting and retaining employees, will be paid significantly more. No one's base wage will be lower. Higher base wages mean higher overtime, holiday and vacation pay for everyone. With the progression system, there is the opportunity to increase hourly wages as skills progress. Hecla's proposed change to the vacation calculation transitions into a system that pays employees more and is easier to understand and manage.

How Can We Resolve the Labor Dispute?

The dispute is not about the skill and capabilities of Lucky Friday miners – we want to further unlock that potential. The differences are primarily about a bid system that has limited benefits to most employees and prevents miners from determining their future as they can under the progression system. However, if the Union believes there are real economic givebacks, Hecla is ready to discuss the concerns.

We ask the Union to quit stalling, bargain in good faith, and sit down at the table with Hecla to work out our differences.